

Riverfront Land Inc

Executive Director / CEO

EIN 842952044

CT · NTEE S19

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Michael Zaleski, Executive Director / CEO** (\$5,405) against **every comparable organization** that fit the selection criteria — **116** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **16th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Michael Zaleski — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

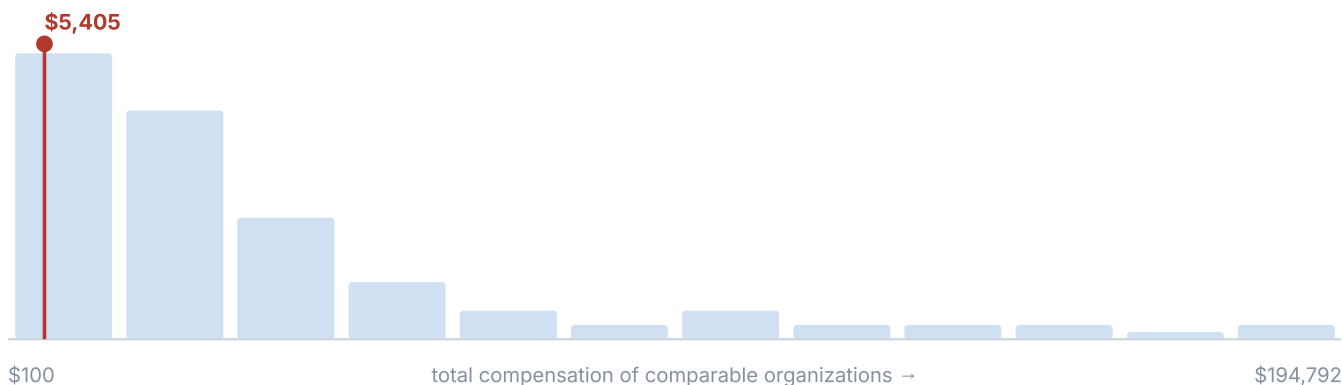
SECTOR Organizations sharing the subject's NTEE classification (S19).

BUDGET Total revenue between \$31,809 and \$71,215 — 0.67x to 1.50x the subject's \$47,477 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (S), nationwide + budget 0.67–1.5x revenue.

116 organizations qualified on sector, size, and geography → **116** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,455	\$12,033	\$23,278	\$48,018	\$100,160	\$5,405
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■ Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to CT cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lazear Domestic Water Co	CO	\$47,722	Secretary-treasurer	\$2,400	\$2,384	2024
Int'l Assn Of Lions New York Mills	MN	\$47,119	Gambling Man	\$9,000	\$9,213	2024
Northstar Property Corporation Of Pa	PA	\$47,963	Member	\$7,401	\$7,646	2024
Madrone Community Development Foundation	CA	\$48,054	President	\$33,750	\$30,191	2024
Delta Sigma Phi Title Holding Company	IN	\$48,287	Executive Director	\$30,845	\$33,697	2024
Springerville Eagar Regional Chamber Of Commerce	AZ	\$46,277	Executive Director	\$19,597	\$19,021	2025
Heat Danceline Incorporated	CA	\$48,680	Chief Executive Officer	\$1,800	\$1,610	2024
Corryville Community Development	OH	\$48,782	Executive Director (Until 3/31/23)	\$104,977	\$118,585	2023
Dewitt County Development Council	IL	\$45,776	Executive Dir.	\$42,470	\$42,138	2025
American Indian Chamber Of Commerce	NM	\$45,646	Executive Di	\$58,706	\$65,411	2024
Mercy Housing California Family	CO	\$45,517	President	\$22,009	\$21,863	2024
Crab Boat Owners Association	CA	\$45,091	Treasurer	\$4,000	\$3,578	2024
Caldwell 2020 Inc	NC	\$50,000	President & Ceo	\$46,200	\$48,178	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Brewster Chamber Of Commerce	NY	\$44,893	Executive Di	\$18,360	\$17,187	2024
Business Resource And Investment Service	NY	\$50,081	Executive Director	\$134,848	\$126,232	2024
Lakewood Heritage Foundation	MN	\$50,095	President	\$21,699	\$22,211	2024
Galion Masonic Temple Company	OH	\$44,703	Maintenance	\$7,200	\$7,900	2024
Citizens Investment Collaboration On	IN	\$44,651	President / Chair And Director	\$5,414	\$6,089	2023
Oasis Christian Community Development Co	IN	\$44,206	President And Executive Director	\$70,577	\$77,102	2024
Clt Impact Investors	NC	\$51,175	Director	\$128,400	\$137,439	2024
Public Facilities For The City Of	SC	\$43,516	President	\$74,700	\$83,116	2023
North Central Economic Development	MN	\$43,285	Vice Chair	\$100	\$100	2025
Us Kimberley Process Authority Institute	NY	\$43,150	Executive Director	\$24,996	\$23,399	2024
Pidc Financing Corporation	PA	\$51,975	Executive Vice President	\$72,708	\$75,113	2024
Orange County Community Supporting	IN	\$51,997	Executive Director (Thru 12/31/23)	\$4,230	\$4,622	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT cost of living and 2023 dollars. Click any organization to verify the figure on ProPublica.

■ Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to CT cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: peerbasis.org/methodology.

● Sample, role match & sensitivity

PEER COUNT	116 organizations. Compensation range \$100–\$194,792; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$47,477); for reference, expenses \$0 and assets \$1,386,256. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Michael Zaleski, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	49 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 peers fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	16 th
Total compensation (D + F), as reported (no adjustments)	16 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	67 th

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

● Rebuttable presumption of reasonableness · 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Michael Zaleski) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 116 similarly situated organizations (Same NTEE major group (S), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$5,405 is reasonable (approximately the 16th percentile of comparable organizations) and documented the basis for this determination concurrently, on [date] , by a vote of [__ for / __ against] .

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.